

Please input your scores in the YELLOW boxes below your name. They will tally at the bottom of this sheet.									
1	The candidate can apply the competency in the simplest situations. The candidate may require close and extensive guidance.								
2	The candidate demonstrates the behavior in somewhat difficult situations. The candidate may require significant mentoring to develop.								
3	The candidate demonstrates the behavior in difficult or challenging situations. The candidate may require occasional mentoring to develop.								
4	The candidate demonstrates the behavior in considerably difficult situations. The candidate does not require mentoring to develop the behavior.								
5	The candidate demonstrates the behavior in exceptionally difficult situations. The candidate serves as a role model for others for this behavior.								
		Matthew Nadeau			Mary Senn			Tom Greene	
Question #1:	What motivated you to apply for this job?	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <span style="font-size: 100px; color: red;">(b)</span> </div> <div style="text-align: center;"> <span style="font-size: 100px; color: red;">(6)</span> </div> </div>							
Prompts:	None								
This question is not scored on its own. However, the answer may be considered in your overall impression score.									
Question #2:	Where do you feel you still need to grow as a leader? What led you to that conclusion?								
Prompts:	Be more specific about X OR Repeat one of the questions								
Competency:									
	Q2 Score								
Question #3:	Tell us about a time when you had to make a difficult decision. What process did you go through to arrive at the decision?								
Prompts:	Be more specific about X or Repeat one of the questions.								
Competency:									
	Q3 Score								
Question #4:	Tell us about a time when a message you delivered was misunderstood. What did you do to correct it?								
Prompts:	Be more specific about X or Repeat one of the questions.								
Competency:									
	Q4 Score								
Question #5:	Tell us about a time you pitched in to help someone finish a project even though it "wasn't your job." What was the result?								
Prompts:	Be more specific about X or repeat one of the questions.								
Competency:									
	Q5 Score								

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Question #6:	Describe a time you used feedback to enhance the performance of a direct report or other employee. What was your approach?						
Prompts:	Be more specific about X or Repeat one of the questions						
Competency:							
	Q6 Score						
Question #7:	Tell us about a time you were part of a great team - what made it great?						
Prompts:	Be more specific about X or Repeat one of the questions.						
Competency:							
	Q7 Score						
Overall Impression	Rate your overall impression of the candidate's ability to serve as a positive contributor to the technical and leadership skills required for this position.						
	Overall Impression Score						
1	<ul style="list-style-type: none"> <li>The candidate is not a good fit for his position</li> <li>The candidate did not demonstrate sufficient ability in all of the behaviors</li> </ul>						
2	<ul style="list-style-type: none"> <li>The candidate demonstrates the behaviors required but not to a satisfactory level</li> <li>The candidate did not demonstrate sufficient ability in most of the behaviors</li> </ul>						
3	<ul style="list-style-type: none"> <li>The candidate demonstrated the behaviors required, but only some of the behaviors are developed to the level expected of his position;</li> <li>The candidate demonstrated most of the behaviors, however would require significant coaching in the remaining behaviors to achieve the level necessary to be successful in the position.</li> </ul>						
4	<ul style="list-style-type: none"> <li>The candidate demonstrated the behaviors required; most of the behaviors are developed to the level expected of his position;</li> <li>The candidate demonstrated most of the behaviors, however would benefit from basic coaching in the other behaviors to achieve the level necessary to be truly successful in the position</li> </ul>						
5	<ul style="list-style-type: none"> <li>The candidate demonstrated the behaviors a level expected of this position or exceeds the level expected of the position;</li> <li>The candidate demonstrated all the cultural behaviors; demonstrated the ability to be successful in the position from day 1; demonstrated the potential to serve as a role model for others in the organization.</li> </ul>						
							Total

